

*Are you experiencing the demands that increased diversity in the workplace is creating for organizations and their members?*

*If So. . .Try on the New Diversity Training Offered at SPB.*

The different backgrounds that individuals bring to the workplace creates unprecedented leadership demands on organizations and their members. SPB classes provide tools, techniques, and interventions to address and adapt to these challenges.

**Introduction to Diversity in the Workplace (\$279, two-day class)**

**September 20-21, February 28-29, May 28-29**

Learn how stereotypes and prejudices are harmful to workplace productivity. Issues of race, gender, disability, religion, ethnicity, sexual orientation, and national origin will be discussed.

**Leading with Diversity and Inclusion (\$300, two-day class)**

**September 11-12, May 12-13**

Discuss organizational systems that impact the individual and the team. Examine the driving forces for diversity and the experience of inclusion. Identify present attitudes about workforce diversity .

**Understanding and Working with Generational Differences (\$142, one-day class)**

**September 18, February 27, April 9**

Define the Generational Groups and their views, expectations, and behavioral practices. Review the value-system influences which create these age group differences. Strategies and techniques are offered to effectively attract, develop, motivate and retain different generational employee groups.

**Enhancing Communication Performance by Understanding Yourself and Others**

**(\$165, one-day class) September 7, January 8**

Examine a variety of communication styles along with style differences that can create misunderstanding. Helpful suggestions are provided to manage diverse styles , and to create a more inclusive workforce.

**Getting to Resolution: Creating Sustainable Collaboration (\$165, one-day class)**

**October 11, February 15, June 20**

Build an understanding of the dominant communication style(s) of yourself, your managers, and co-workers. Identify the causes of most disagreements. Interventions are offered as workplace solutions to situational conflict.

**EEO Overview and Harassment Prevention (\$142, one-day class)**

**September 14, November 9, January 9, March 6, May 1**

Allows State Managers and Supervisors to recognize potential violations of Discrimination and Harassment Laws, and provides them with the tools to maintain a work environment free from violations.

**Sexual Harassment Prevention (\$84, half-day class)**

**October 12, December 6, February 4, April 25**

This half-day class addresses the Federal and State laws prohibiting sexual harassment in the workplace. Sexual harassment is defined and actual cases used as examples. Emphasis is placed on preventive measures and methods for dealing with sexual harassment from the perspectives of the organization and individuals. Complies with Government Code 12950.1 (AB 1825).



To sign up, please go to [http://www.spb.ca.gov/spbtrain/class\\_reg.htm](http://www.spb.ca.gov/spbtrain/class_reg.htm) and follow the instructions carefully. Inquiries should be emailed to [ttp@spb.ca.gov](mailto:ttp@spb.ca.gov). Thank you!

